

## Message Text

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ACTION TRSE-00

INFO OCT-01 EA-10 ISO-00 NEA-10 IO-13 L-03 H-01 PA-01  
SP-02 ICA-11 AID-05 EB-08 NSC-05 SS-15 STR-07  
OMB-01 CEA-01 CIAE-00 COME-00 FRB-03 INR-10  
NSAE-00 XMB-02 OPIC-03 LAB-04 SIL-01 /117 W  
-----096414 151009Z /10  
R 150910Z MAY 78  
FM AMEMBASSY MANILA  
TO SECSTATE WASHDC 0051

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USADB

PASS TREASURYDEP FOR SHERK

EO 11652:N/A  
TAGS: EAID, EFIN, ADB  
SUBJECT: EMPLOYMENT WITH ADB

1. BELIEVE THERE IS NO NEED TO REITERATE IMPORTANCE OF  
SECURING SERVICES OF QUALIFIED U.S. PERSONNEL FOR KEY ADB  
MANAGEMENT POSITIONS TO HELP ENSURE EFFECTIVE OPERATIONS  
OF BANK. IN THAT CONTEXT, THE TIME IS RIPE FOR WASHING-  
TON TO BEGIN A SYSTEMATIC SEARCH FOR CANDIDATES FOR  
DIRECTOR OF THE NEWLY-ESTABLISHED ADB INDUSTRY AND DEVELOP-  
MENT BANKS DEPARTMENT. A SUMMARY OF DEPARTMENT RESPON-  
SIBILITIES IS FOUND BEGINNING PARA 7 THIS MESSAGE.  
CURRENT SALARY IS 40,800 DOLLARS, WITH INCREASE OF 5 - 6  
PERCENT IN PROSPECT BY END OF YEAR.

2. THE CURRENT AMERICAN INCUMBENT WILL BE LEAVING BY THE  
END OF THIS CALENDAR YEAR, AND IT IS IMPORTANT THAT THE  
U.S. PRESENT A LIST OF HIGHLY QUALIFIED CANDIDATES FOR ADB  
CONSIDERATION WITHIN THE NEXT TWO OR THREE MONTHS. I  
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SUGGEST THE LIST SHOULD CONTAIN AT LEAST 4 - 6 CANDIDATES  
AND URGE WASHINGTON TO SEEK QUALIFIED CANDIDATES FROM  
BOTH PRIVATE AND GOVERNMENT SECTORS AS WELL AS FROM  
INTERNATIONAL ORGANIZATIONS.

3. I AM NOT OPTIMISTIC ABOUT OUR ABILITY TO ATTRACT  
QUALIFIED CANDIDATES FROM THE PRIVATE SECTOR GIVEN SALARY,

HOUSING COSTS, TAX AND OTHER CONSIDERATIONS. SIMILAR RECRUITMENT PROBLEMS ARE FORESEEN IN THE CASE OF CANDIDATES FROM INTERNATIONAL ORGANIZATIONS AND U.S. GOVERNMENT AGENCIES. RECENT INFORMAL SOUNDINGS INDICATE A RELUCTANCE ON THE PART OF QUALIFIED USG PERSONNEL TO JOIN THE ADB IF RESIGNATION FROM GOVERNMENT SERVICE AND ACCEPTANCE OF ADB SALARY ARE CONDITIONS OF EMPLOYMENT.

4. THESE FACTORS AGAIN HIGHLIGHT THE ISSUE OF SECONDMENT (TRANSFER OR DETAIL) OF PRESENT OR PROSPECTIVE USG EMPLOYEES TO ADB. SUCH SECONDMENT INCREASINGLY APPEARS TO BE THE PRINCIPAL VIABLE ALTERNATIVE FOR ATTRACTING QUALIFIED PERSONNEL TO ADB FOR THE PRESENT AND OTHER PROSPECTIVE SENIOR POSITIONS. THIS QUESTION WAS DISCUSSED IN JUNE BY VICE PRESIDENT KATZ AND ASST SECRETARY BERGSTEN WHO ACCORDING TO KATZ, INDICATED THAT A PRAGMATIC, CASE-BY-CASE APPROACH MIGHT BE ACCEPTABLE.

5. SEVERAL NAMES HAVE SURFACED IN INFORMAL DISCUSSIONS AS POSSIBLE CANDIDATES. I WOULD VERY MUCH APPRECIATE THEIR QUALIFICATIONS AND AVAILABILITY BEING CHECKED. THESE INCLUDE: ROBERT N. BAKELY (USAID/CAIRO), WHO IS HIGHLY REGARDED BY VICE PRESIDENT BAMBAWALE FOR WHOM HE WOULD WORK; RAYMOND LOVE (AID/WASHINGTON), THEODORE MESMER (IDB) AND LOU RUDEL (AID/WASHINGTON).

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6. IT IS HOPED THAT A BROADER RECRUITMENT EFFORT BY WASHINGTON WILL TURN UP ADDITIONAL CANDIDATES. IN THIS CONNECTION, THE U.S. SHOULD MAKE EVERY EFFORT TO FILL THE POSITION IN QUESTION WITH AS HIGHLY QUALIFIED AND ABLE AN INDIVIDUAL AS POSSIBLE SINCE THERE REMAINS SOME FEELING THAT PRIOR SELECTION OF CANDIDATES OF THE UNITED STATES HAVE NOT RECEIVED APPROPRIATE WASHINGTON ATTENTION. PRESENT SITUATION PRESENTS OPPORTUNITY TO UNDERSCORE U.S. INTEREST IN ADB AND TO CORRECT PRIOR IMPRESSION.

7. THE PRINCIPAL RESPONSIBILITIES OF THE AGRICULTURE AND RURAL DEVELOPMENT; THE INFRASTRUCTURE; AND INDUSTRY AND DEVELOPMENT BANKS DEPARTMENTS, IN RESPECT OF THE SECTORS ARE:

- A. IN COORDINATION WITH DEPARTMENTS/OFFICES CONCERNED AND IN ACCORDANCE WITH THE BANK'S APPROVED PROGRAMS, TO UNDERTAKE FACT-FINDING, PRE-APPRAISAL AND APPRAISAL OF PROJECTS FOR FINANCING AND MAKE RECOMMENDATIONS ON THEIR ECONOMIC, TECHNICAL, FINANCIAL AND INSTITUTIONAL VIABILITY AND ON CONTRACTUAL ARRANGEMENTS TO ENABLE THE SUCCESSFUL CONSTRUCTION OR IMPLEMENTATION AND EVENTUAL OPERATION OF

PROJECTS;

- B. TO ASSIST THE COUNTRY DEPARTMENT, WHERE APPROPRIATE, IN THE IDENTIFICATION OF PROJECTS FOR POSSIBLE FINANCING AND TO ASSIST COUNTRIES IN THE PREPARATION OF PROJECTS WHEN SUCH ASSISTANCE IS REQUESTED OR REQUIRED;
- C. TO UNDERTAKE THE ADMINISTRATION OF LOANS AND SUPERVISION OF PROJECTS TO ENSURE THE SOUND EXECUTION AND OPERATION OF PROJECTS AND THE FULFILLMENT OF OBLIGATIONS CONTAINED IN THE LOAN AGREEMENTS, INCLUDING, IN ADDITION TO THE PHYSICAL WORKS, SUCH NON-PHYSICAL ELEMENTS AS IMPROVEMENT IN MANAGEMENT AND ORGANIZATION, POLICY CHANGES STUDIES, STAFF TRAINING AND OTHER TECHNICAL ASSISTANCE; TO LIMITED OFFICIAL USE

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CONSULT WITH OTHER DEPARTMENTS/OFFICES CONCERNED AS NECESSARY, IN THE ANTICIPATION AND SOLUTION OF PROBLEMS; AND UPON THE COMPLETION OF PROJECTS, TO PREPARE PROJECT COMPLETION REPORTS;

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OMB-01 CEA-01 CIAE-00 COME-00 FRB-03 INR-10  
NSAE-00 XMB-02 OPIC-03 LAB-04 SIL-01 /117 W  
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- D. TO KEEP DEPARTMENTS/OFFICES CONCERNED APPROPRIATELY INFORMED ABOUT ANY MAJOR ISSUE IN PROJECT EXECUTION AND TO DRAW THE COUNTRY DEPARTMENT'S ATTENTION TO THE NEED FOR ACTION WITH THE BORROWERS ON SUCH ASPECTS AS COST OVERRUN, SUBSTANTIAL CHANGE IN THE SCOPE OF THE PROJECT, CHANGES IN AMORTIZATION SCHEDULES, CANCELLATION OF PRE-PAYMENT OF LOANS, NON-COMPLIANCE WITH LOAN COVENANTS AND UNDERTAKINGS AND ORGANIZATIONAL MATTERS PERTAINING TO THE EXECUTING AGENCY;

- E. TO ENSURE IN CONSULTATION WITH CENTRAL PROJECTS SERVICES OFFICE, AS NECESSARY, THAT THE PROCUREMENT OF GOODS AND SERVICES AND THE ENGAGEMENT OF CONSULTANTS ARE IN ACCORDANCE WITH THE PROJECT AGREEMENTS AND THE BANK'S REQUIREMENTS;

- F. TO HELP EXECUTING AGENCIES PREPARE TERMS OF REFERENCE FOR CONSULTANTS AND TO REVIEW THE SELECTION OF CONSULTANTS FOR BANK-ASSISTED PROJECTS, IN CONSULTATION LIMITED OFFICIAL USE

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WITH THE CENTRAL PROJECTS SERVICES OFFICE, AS NECESSARY;

- G. TO IMPLEMENT TECHNICAL ASSISTANCE PROJECTS, INCLUDING REGIONAL TECHNICAL ASSISTANCE SERVICES, IN COOPERATION WITH OTHER DEPARTMENTS/OFFICES, AS NECESSARY; AND TO SUPERVISE THE WORK OF CONSULTANTS ENGAGED BY THE BANK AND FINANCED EITHER BY IT OR BY OTHER ORGANIZATIONS WITH THE BANK AS EXECUTING AGENCY;

- H. TO FOLLOW DEVELOPMENTS IN VARIOUS ECONOMIC SECTORS, E.G. AGRICULTURE, TRANSPORT, INDUSTRY, PUBLIC UTILITIES, ETC.; TO PLAN AND IMPLEMENT IN COLLABORATION WITH THE COUNTRY DEPARTMENT, SECTORAL STUDIES AND REGIONAL SURVEYS AS REQUIRED; AND TO MAKE RECOMMENDATIONS ON OPERATIONAL POLICIES AND PROGRAMS FOR SPECIFIC SECTORS, INCLUDING PLANS FOR SUB-REGIONAL OR REGIONAL COOPERATION ON SECTORAL SUBJECTS;

- I. TO REVIEW AND MAKE RECOMMENDATIONS ON POLICIES, STANDARD PROCEDURES AND NEW APPROACHES AND INNOVATIONS FOR SECTOR WORK AND FOR THE TECHNICAL ASPECTS OF PROJECT WORK;

- J. TO INITIATE AND IMPLEMENT COOPERATIVE ARRANGEMENTS WITH OTHER ORGANIZATIONS IN SUCH SPECIFIC FIELDS AS THOSE MENTIONED IN "G" AND "H" ABOVE;

- K. TO MAINTAIN MANAGEMENT INFORMATION ON THE VARIOUS PHASES/ASPECTS OF PROJECTS WORK AND TO PREPARE SUCH REPORT AS ARE REQUIRED ON THE STATUS AND PROGRESS OF SPECIFIC WORK

IN RELATION TO THE WORK PROGRAM OR SCHEDULE. EDMOND

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## Message Attributes

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